
EMPLOYEE SURVEY

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The team administered an anonymous and confidential survey to all OCME employees. Employee responses to the survey questions and their written comments were used to obtain their opinions and to determine attitudes regarding selected issues. A sample survey is provided at Appendix 2. Ninety-four percent of OCME employees responded to the survey, and the results are displayed at the end of this section. Figures were rounded to the nearest number for ease of reading. Some employees did not respond to some items under major categories, and these responses are categorized as “No Opinion.”

The team found unfavorable opinions to specific questions in all but three of the major categories:

Organization:

- The current structure supports the organizational mission. (72% unfavorable)
- There is open communication among all employees, both supervisors and non-supervisors. (82% unfavorable)

Management Style and Philosophy:

- Decisions affecting employees are made according to established policies and procedures. (73% unfavorable)
- I think the agency director is an effective manager. (74% unfavorable)

Work Environment:

- The building is environmentally safe. (74% unfavorable)

CME's comment, as received:

This calls for speculation and opinion, but in this context will be treated as fact.

Job Satisfaction:

- There are realistic opportunities for advancement in my organization. (67% unfavorable)

CME's comment, as received:

Opportunities for advancement simply do not exist for many positions in the organization, and cannot be created. Therefore, a “negative” response to this question is a specious measure.

Awareness of Equal Employment Opportunity Policies:

- My organization has a published EEO policy, a trained EEO counselor, and a trained EEO officer. (84% unfavorable)
- The agency director is responsible and accountable in executing the EEO program

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within OCME. (76% unfavorable)

Work Standards and Performance Evaluations:

- There are work standards and performance measures in place for my duties. (82% unfavorable)
- I receive adequate performance counseling during the rating period and there are no surprises in my performance evaluations. (89% unfavorable)
- I have received a copy of my last performance appraisal. (79% unfavorable)

Training:

- There are training opportunities to support my professional development. (67% unfavorable)

Communication:

- This organization has effective communication between and among all levels of personnel. (89% unfavorable)
- I know and understand how to use the organization's employee complaint system. (82% unfavorable)
- The employee complaint system works well and concerns are resolved in a timely manner. (93% unfavorable)
- We have done a satisfactory job of educating the public about this organization and its purpose. (70% unfavorable)

In the categories of Discrimination/Sexual Harassment, Duties and Responsibilities, and Managing Assignments, a majority of employees expressed favorable opinions.

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OFFICE OF THE CHIEF MEDICAL EXAMINER EMPLOYEE SURVEY 46 OF 49 EMPLOYEES

CATEGORY	FAVORABLE	UNFAVORABLE	NO OPINION
Organization	30%	70%	0%
Management Style and Philosophy	33%	67%	0%
Work Environment	33%	67%	0%
Job Satisfaction	30%	69%	1%
Awareness of Equal Employment Opportunity Policies	20%	80%	0%
Discrimination/Sexual Harassment	82%	18%	0%
Policies and Procedures	36%	64%	0%
Duties and Responsibilities	55%	45%	0%
Assignments	51%	49%	0%
Work Standards and Performance Evaluations	16%	83%	1%
Training	36%	64%	0%
Communication	16%	84%	0%